

**Information for
FDA's LGBTQ+ Pride Month
Program**

2017

Washington, Joyce - OC

From: Washington, Joyce - OC
Sent: Monday, July 8, 2019 12:22 PM
To: Washington, Joyce - OC
Subject: Announcement/Invitation to LGBTQ Program for June 21, 2017
Attachments: LGBTQ 2017 Program Announcement.doc

JUNE 2017 – LGBTQ Program Announcement

From: Moulton, Carol
Sent: Tuesday, June 20, 2017 3:42 PM
To: FDA-Wide <FDA-Wide@fda.hhs.gov>
Subject: Invitation to LGBTQ program

Dear Fellow Employees:

Attached please find an announcement inviting you to our LGBTQ program tomorrow, June 21 at 11:30. Further details, including remote access are on the attachment.

I am so pleased that this program is being co-sponsored by our partners, GLOBE and The Center for Veterinary Medicine and welcome your attendance.

Please join us on Wednesday June21.

Kindest regards

Carol Moulton, Director
Office of Equal Employment
Opportunity

The Food and Drug Administration's Office of Equal Employment Opportunity in collaboration with the Center for Veterinary Medicine and FDA GLOBE are proud to invite you to this year's LGBTQ Observance Month which will feature Christina Dragon: Sexual and Gender Minority Lead for the Data and Policy Analytics Group, Centers for Medicare and Medicaid Services; and Diego Miguel Sanchez: Director of Advocacy for the Policy & Partnerships Parents and Friends of Lesbians and Gays as our keynote speakers. The guest speaker will be Roxanne Schweitzer: Associate Director for Management, Center for Veterinary Medicine. The topic for this year's program/panel discussion is: *LGBTQ Population and Aging*.

The Program is scheduled to be held Wednesday, June 21, 2017 at White Oak in building 2, conference room 2045, from 11:30 am to 12:30 pm. We look forward to seeing everyone there.

If you have any questions, please contact Corwyn Alvarez at 301-796-9405, or at corwyn.alvarez@fda.hhs.gov. Below is the adobe information. Please place your requests for interpreters/CART services by e-mailing interpreting.services@oc.fda.gov.

Lesbian, Gay, Bisexual, Transgender & Queer/Questioning Observance Month

For Remote Access: TELECONFERENCE NO. 301-796-7777 passcode: (b) (6)

To Join Meeting: Adobe Connect URL: <https://collaboration.fda.gov/lgbtq/> For CART or Interpreting Services Send E-mail To: interpreting.services@oc.fda.gov

Carol M. Moulton, J.D., M.A., Director



U.S. FOOD & DRUG
ADMINISTRATION

LGBTQ Observance Month

Wednesday, June 21, 2017

11:30 a.m. - 12:30 p.m.

White Oak Campus, Building 2 – Conference Room 2045



Keynote Speakers:

Christina Dragon

Sexual and Gender Minority
(SGM) Lead, Data and Policy
Analytics Group, Office of
Minority Health (OMH),
Centers for Medicare and
Medicaid Services (CMS)

Diego Miguel Sanchez, APR

Accredited in Public
Relations (APR)
Director of Advocacy,
Policy & Partnerships
Parents and Friends of Lesbians
and Gays (PFLAG)



Panel Discussion: LGBT Population and Aging

Guest Speaker:

Roxanne K. Schweitzer

Center for Veterinary Medicine
Associate Director for Management
Office of Management



Lesbian, Gay, Bisexual, Transgender & Queer/Questioning Observance Month

Office of Equal Employment Opportunity

For Remote Access: TELECONFERENCE NO. 301-796-7777 passcode: (b) (6)

To Join Meeting: Adobe Connect URL: <https://collaboration.fda.gov/lgbtq/>

For CART or Interpreting Services Send E-mail To: interpreting.services@oc.fda.gov

For Reasonable Accommodation: 301.796.9400

Sponsored by the Office of Equal Employment Opportunity,
Carol M. Moulton, M.A., J.D., Director,
in collaboration with FDA GLOBE and the
Center for Veterinary Medicine
U.S. Food and Drug Administration

www.fda.gov

Washington, Joyce - OC

From: Washington, Joyce - OC
Sent: Monday, July 8, 2019 1:23 PM
To: Washington, Joyce - OC
Subject: LGBTQ Program June 21, 2017 - Powerpoints for Ms. Christina Dragon
Attachments: Dragon_FDAPride2017.pdf

Powerpoint Slides for LGBTQ Program on June 21, 2017

From: Picado, Sonia M
Sent: Tuesday, June 20, 2017 1:46 PM
To: OC CLASS100 <CLASS100@fda.hhs.gov>
Cc: Faustino, Ida <Ida.Faustino@fda.hhs.gov>; Parker, Tim <Tim.Parker@fda.hhs.gov>; Thaker, Jigish * <Jigish.Thaker@fda.hhs.gov>; Washington, Joyce - OC <Joyce.Washington@fda.hhs.gov>; Alvarez, Corwyn P <Corwyn.Alvarez@fda.hhs.gov>; Picado, Sonia M <Sonia.Picado@fda.hhs.gov>
Subject: LGBTQ Program June 21 11:30 am - 12:30pm. Powerpoints for Christina

Good day,

Please find attached and upload in conference room system Christina Dragon's slide's for tomorrow's LGBTQ presentation in bldg. 2, conference room 2045. The Program scheduled start time is 11:30am – 12:30pm.

Thank you.

Sonia

Sonia M. Picado

Equal Employment Opportunity Specialist

Diversity Management

Office of Operations

Office of Equal Employment Opportunity

U.S. Food and Drug Administration

Tel: 301-796-9431

sonia.picado@fda.hhs.gov





The Impact of Sexual & Gender Minority Status on Health



Christina N. Dragon, MSPH, CHES

*Office of Minority Health
Centers for Medicare & Medicaid Services*



Overview

- Intro to CMS OMH
- CMS Health Equity Plan for Improving Quality in Medicare
- Who are LGBT People?
- Introduction to LGBT Health
- SGM Portfolio

What Does CMS OMH Do?

- Coordinate minority health initiatives within CMS
- Serve as the liaison between CMS, the HHS Office of Minority Health, and other agency Offices of Minority Health
- Participate in the development of CMS policies, regulations, plans and programs to ensure that minority health interests are represented
- Serve as a resource to other CMS components

CMS Health Equity Plan

- Plan for Improving Quality in Medicare
- Establish quality improvement priorities for action to achieve health equity in Medicare quality
- Improving data collection: including for sexual orientation and gender identity



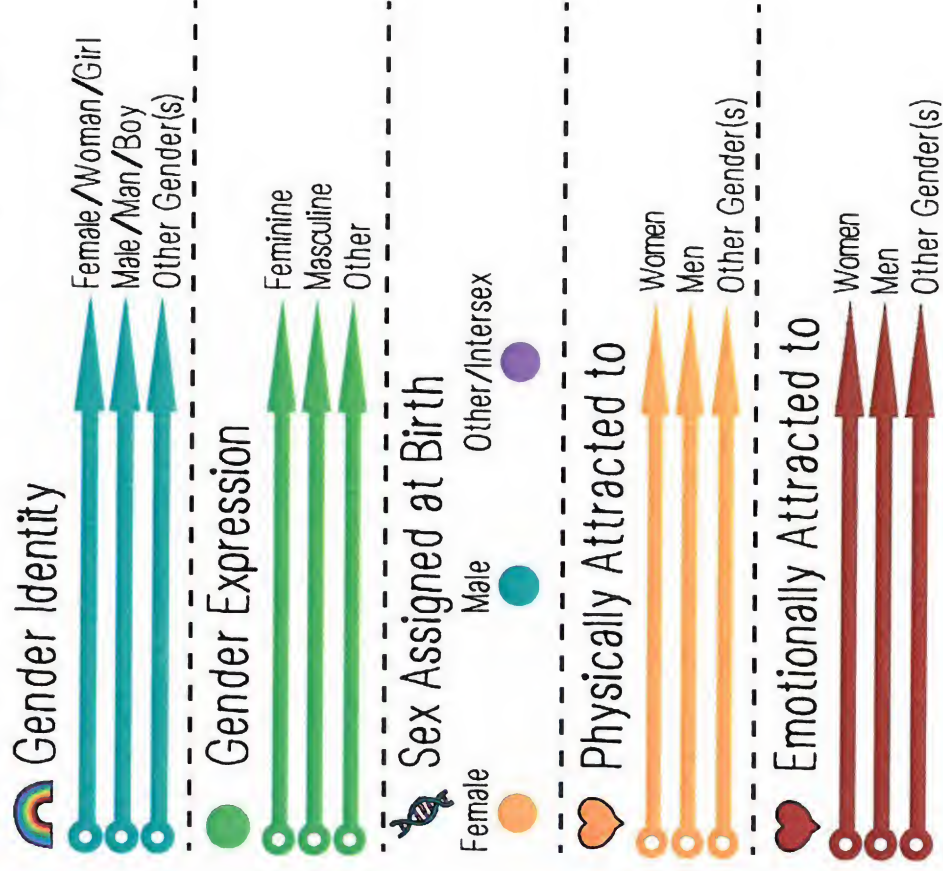
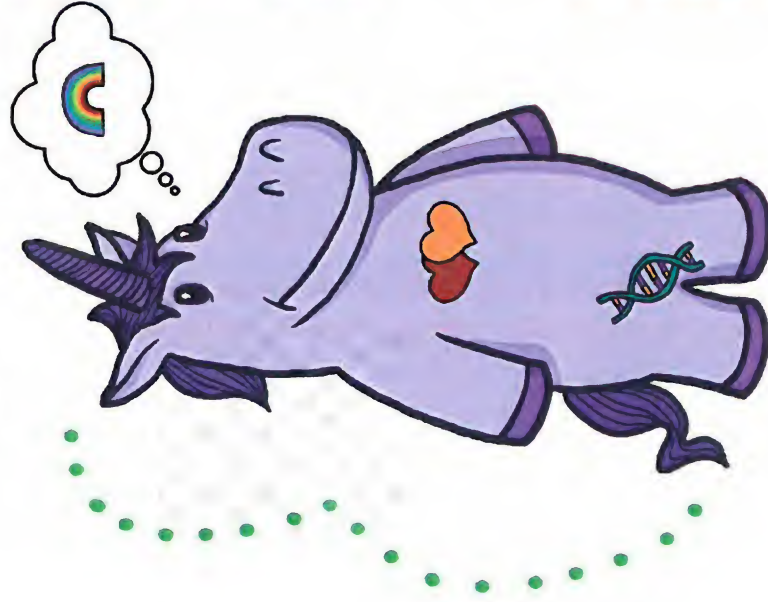
Who are LGBT people?



Another Way to See It

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources

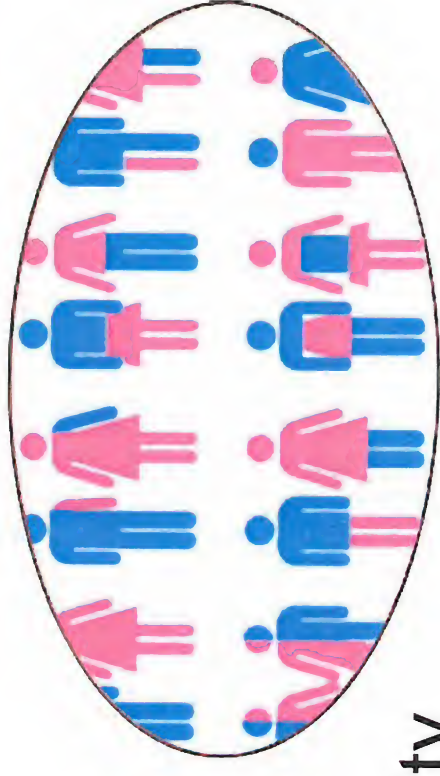


To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Gender Identity & Gender Expression

- Gender identity
 - A person's internal sense of their gender
 - Do I consider myself male, female, both, neither?
 - All people have a gender identity
- Gender expression
 - How one presents themselves through their behavior, mannerisms, speech patterns, dress, and hairstyles
 - May be on a spectrum





What are LGBT health disparities and health needs?



LGBT Health Disparities

- LGBT populations have high rates of tobacco, alcohol, and other drug use
- Gay and bisexual men are at higher risk of HIV/STIs
- Lesbians and bisexual women are less likely to get preventive screenings for cancer
- Transgender people experience high prevalence of HIV/STIs, mental illness, and substance use disorders
 - Less likely to have health insurance than heterosexual or LGB individuals



SOURCES: U.S. Department of Health and Human Services. (2014). Healthy People 2020. Lesbian, gay, bisexual and transgender health. Retrieved from: <http://www.healthypeople.gov/2020/topics-objectives/topic/lesbian-gay-bisexual-and-transgender-health?topicid=25>

Barriers in Access to Care

- Experiences of discrimination in healthcare settings correlate with LGBT patients not subsequently seeking routine and emergency care
 - Racial and anti-gay stigma in healthcare correlate with medical mistrust



SOURCES: Reisner SL, White Hughto JM, Dunham E, Heflin K, Begenyi JB, Coffey-Esquivel J, Cahill S (2015, July). Legal protections in public accommodations settings: A critical public health issue for transgender and gender nonconforming people. *Milbank Quarterly*. 1-32. ; Eaton LA, Driffin DD, Kegler C, Smith H, Conway-Washington C, White D, Cherry C. (2015, Feb). The role of stigma and medical mistrust in the routine health care engagement of black men who have sex with men. *American Journal of Public Health*. 105(2):e75-82.;

LGBT Older Adults

- Many came of age under conditions of intense homophobia
- Homosexuality criminalized in all 50 states until 1962
- Homosexuality categorized as a mental illness until 1973
- Gender Identity Disorder removed from Diagnostic and Statistical Manual of Mental Disorders in 2012, replaced with Gender Dysphoria
- Homosexuality was considered a legitimate rationale for being fired or denied employment
- Non-disclosure thought of as a survival strategy
- Some continue to fear discrimination in health care, senior living settings

Overview of SGM Portfolio



Sexual Minorities

| 2013-2014 NHIS | | | |
|--------------------------------------|-----------------|--------------|---------|
| | Sexual minority | Heterosexual | P-value |
| <div></div> | | | |
| Number of Respondents | 147 | 15,653 | |
| Female, % | 38.38 | 55.80 | 0.0105 |
| Male, % | 61.62 | 44.20 | |
| Race | | | |
| White, % | 90.59 | 87.16 | 0.2271 |
| Black, % | 6.75 | 8.75 | |
| Asian, % | 2.66 | 4.09 | |
| Ethnicity | | | |
| Hispanic, % | 7.86 | 7.58 | 0.6659 |
| Non-Hispanic, % | 92.14 | 92.42 | |
| Household Income | | | |
| \$0 - \$34,999 per year, % | 47.55 | 39.37 | 0.000 |
| \$35,000 - \$74,999 per year, % | 24.78 | 30.14 | |
| \$75,000 - \$99,999 per year, % | 9.49 | 7.89 | |
| \$100,000 and over, % | 12.58 | 12.34 | |
| Undefined/Unknown, % | 5.60 | 10.26 | |
| Marital Status | | | |
| Married - spouse in household, % | 27.54 | 55.68 | 0.000 |
| Married - spouse not in household, % | 4.01 | 1.11 | |
| Widowed, % | 7.48 | 25.88 | |
| Divorced, % | 17.31 | 10.76 | |
| Separated, % | 0.56 | 1.05 | |
| Never married, % | 32.68 | 3.79 | |
| Living with partner, % | 9.87 | 1.58 | |
| Unknown, % | 0.55 | 0.14 | |
| Age, Mean ± SD | 71.8 ± 0.5 | 73.8 ± 0.1 | |

Sexual Minority (SM) = lesbian, gay, and bisexual respondents

Overall, similar demographic distribution compared to heterosexual group

Marital Status- Differences exist across all statuses

SMs are slightly younger than their heterosexual peers

Sexual Minorities

| Health Outcome/Indicators | Gay/Lesbian % (SE) | Bisexual % (SE) | Sexual Minority % (SE) | Heterosexual % (SE) | p-value |
|---------------------------------------|-----------------------|--------------------|---------------------------|------------------------|---------|
| Sample size | 111 | 36 | 147 | 15,653 | |
| Population size estimate* | 310,077 | 96,380 | 406,457 | 42,228,575 | |
| Excellent/very good self-rated health | 62.29% (6.18%) | 63.87% (11.05%) | 62.66% (5.42%) | 45.89% (0.54%) | 0.0031 |
| Psychological distress | 4.20% (2.24%) | 2.48% (2.14%) | 3.79% (1.78%) | 2.37% (0.16%) | -- |
| Obesity | 29.74% (5.86%) | 21.14% (7.54%) | 27.70% (4.87%) | 26.74% (0.50%) | NS |
| Current cigarette smoker | 8.88% (2.84%) | 9.66% (5.12%) | 9.07% (2.51%) | 8.57% (0.31%) | NS |
| Binge drinking | 13.75% (3.86%) | 17.06% (9.28%) | 14.54% (3.68%) | 6.66% (0.31%) | 0.0026 |
| Influenza vaccination | 78.23% (5.09%) | 84.38% (6.50%) | 79.69% (4.13%) | 68.77% (0.54%) | 0.0232 |
| HIV testing | 52.47% (7.00%) | 47.27% (12.69%) | 51.25% (5.96%) | 15.81% (0.42%) | <0.001 |
| Usual source of medical care | 95.46% (2.44%) | 98.30% (1.72%) | 96.13% (1.91%) | 96.62% (0.19%) | NS |
| Failed to obtain needed care | 3.94% (2.54%) | 6.00% (3.72%) | 4.43% (2.11%) | 2.34% (0.16%) | -- |
| Functional limitations | 53.22% (6.50%) | 54.03% (13.34%) | 53.41% (5.92%) | 64.04% (0.54%) | NS |
| Visual impairment | 16.00% (4.74%) | 18.97% (8.66%) | 16.71% (4.15%) | 13.83% (0.37%) | NS |
| Hearing impairment | 2.22% (2.10%) | 3.35% (3.26%) | 2.49% (1.78%) | 3.04% (0.18%) | -- |

Transgender Medicare Beneficiaries: First Look

Transgender Health
Volume 1.1, 2016
DOI: 10.1089/trgh.2016.0031

Transgender Health

Mary Ann Liebert, Inc. & Publishers

ORIGINAL ARTICLE

Open Access

Identifying the Transgender Population in the Medicare Program

a Hodge,¹ and Cara V. James¹

population in the Medicare program using administrative
sification of Diseases ninth edition (ICD-9) codes relating to
alyzed 100% of the 2013 Centers for Medicare & Medicaid
action' claims from both institutional and noninstitutional

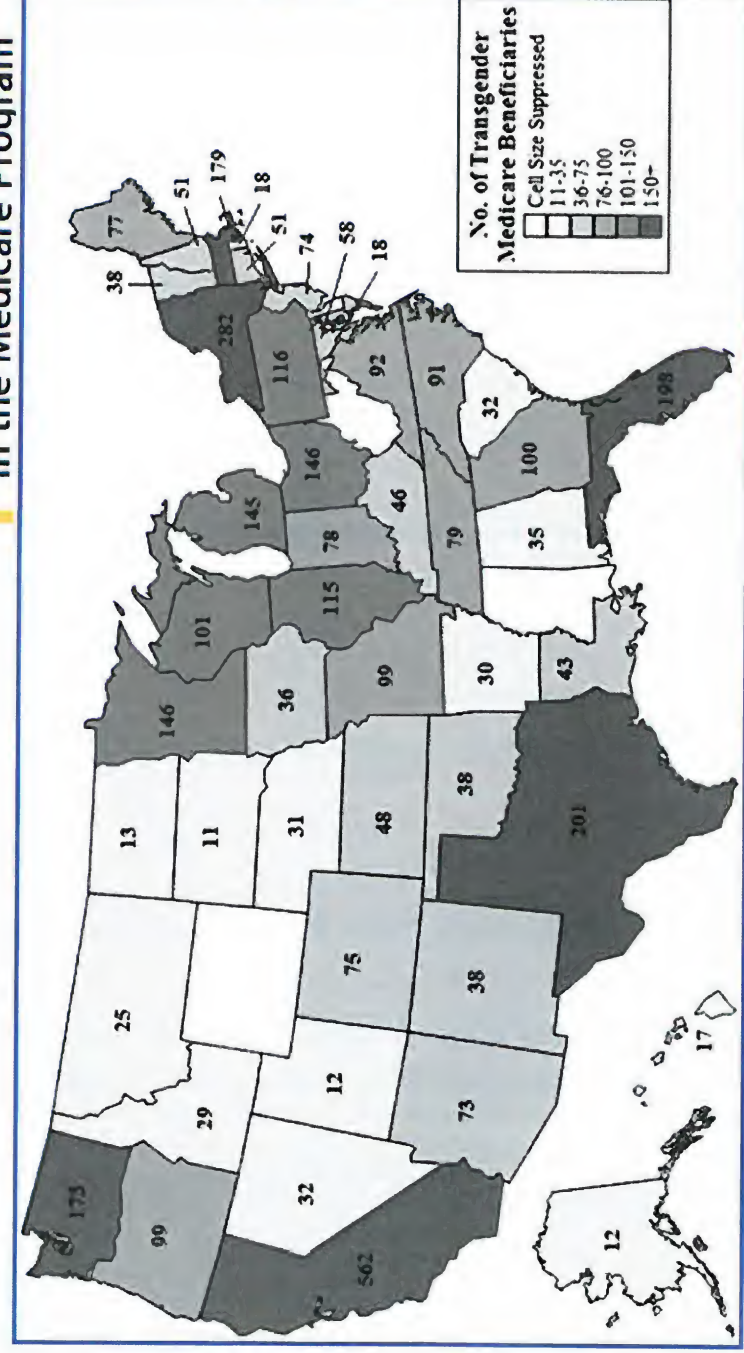
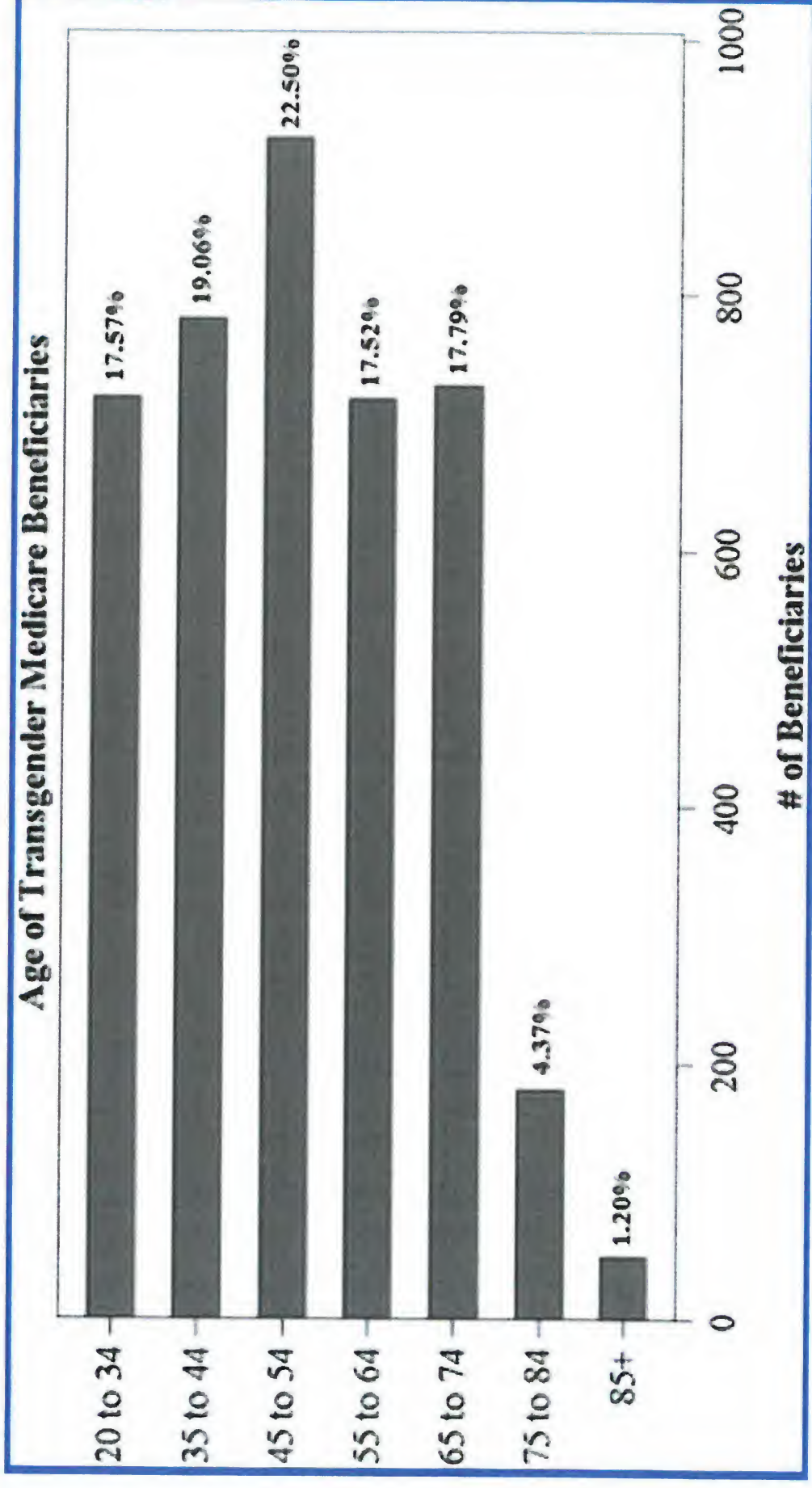
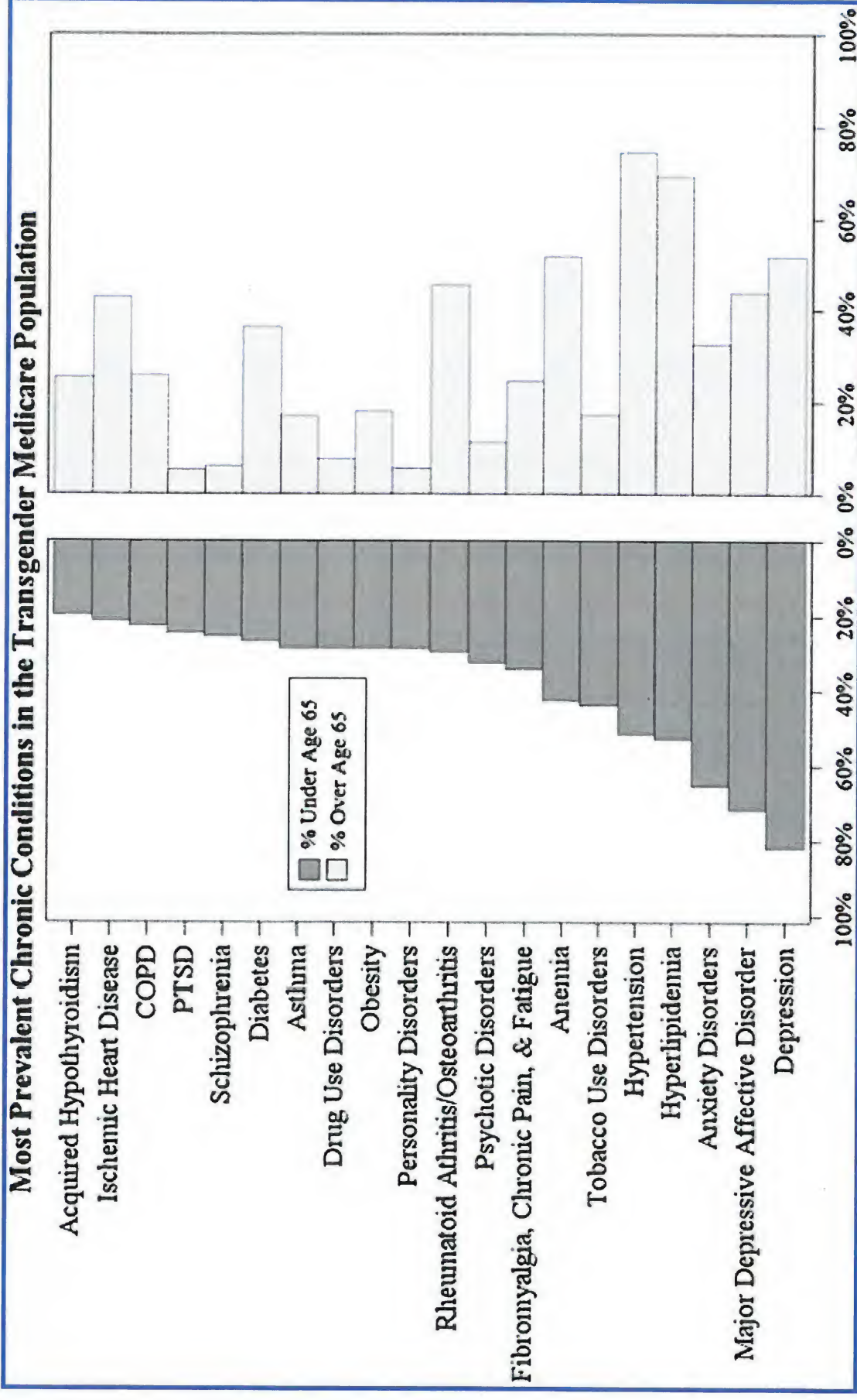


FIG. 2. Geographic distribution of transgender beneficiaries.

Transgender Medicare Beneficiaries: Age Distribution



Transgender Medicare Beneficiaries: Chronic Conditions



Catching Everyone in America's Safety Net: Collecting SOGI Data in Clinical Settings

- Developed with community and stakeholder subject matter experts
- One-hour long training, with CME credit available

CMS Office of Minority Health

About CMS Office of Minority Health

Equity Initiatives

Research and Data

Resource Center

Contact Us

Health Care Professionals & Researchers

Data Tools

Building an Organizational Response to Health Disparities

Training

Consumers & Community Partners

From Coverage to Care: Resources & Tools

Prevention

Training


Use our comprehensive collection of training resources to help you better understand how to collect, measure, and improve disparities in health care.

Medicare Learning Network

Access our free educational materials for health care professionals on CMS programs, policies, and initiatives. Resources include publications, multimedia, events, web-based training, continuing education courses, provider news, and more.

Log-in to find CMS OMH's web-based training (WBT):

- **Catching Everyone in America's Safety Net: Collecting Sexual Orientation and Gender Identity Data in Clinical Settings**
Learn about the basic terminology for lesbian, gay, bisexual and transgender people; why it is important to ask people about their sexual orientation and gender identity in clinical settings; LGBT health needs and disparities; and why Sexual Orientation Gender Identity (SOGI) data should be collected now.



Health Equity Research

CMS Office of
Minority Health

About CMS Office
of Minority Health

Equity Initiatives

Research and Data

Resource Center

Contact Us

CMS Equity Plan for
Medicare

From Coverage to Care

Connected Care:
The Chronic Care
Management Resource

Advancing Health Equity
R & D Programs

Minority Research Grant
Program

Health Equity Data
Access Program

Health Observances

Webinars & Events

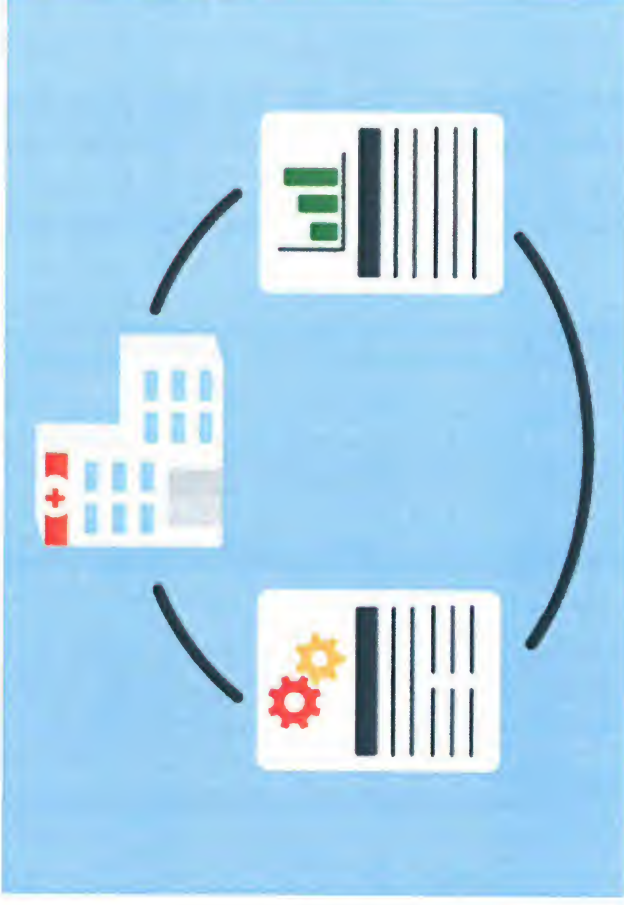
Advancing Health Equity R & D Programs

Spotlight

Health Equity Data Access

CMS OMH is supporting five "seats" in the CMS Virtual Research Data Center to assist researchers in gaining access to and understanding of CMS restricted access data.

[Learn about this opportunity](#)



Contact Information

Christina N. Dragon

Sexual and Gender Minority Data Lead
Office of Minority Health
Centers for Medicare & Medicaid Services
Christina.Dragon@cms.hhs.gov

**Information for
FDA's LGBTQ+ Pride Month
Program**

2019

Washington, Joyce - OC

From: Washington, Joyce - OC
Sent: Monday, July 8, 2019 1:09 PM
To: Washington, Joyce - OC
Subject: FDA LGBTQ+ Pride Observance Month Program – June 26, 2019
Attachments: Biographical Sketch Dr. Karen L. Parker for LGBTQ Observation Event 2019.pdf

LGBTQ+ Pride Month Program Announcement – June 26, 2019

From: A Message from the Director of Equal Employment
Sent: Thursday, June 13, 2019 4:03 PM
To: FDA-Wide <FDA-Wide@fda.hhs.gov>
Subject: FDA LGBTQ+ Pride Observance Month Program – June 26, 2019

FDA-Wide communication



FDA LGBTQ+ Pride Observance Month Program – June 26, 2019

Dear Colleagues,

[June is Pride Month](#) and is celebrated in commemoration of the Stonewall Riots, which kicked off the first major demonstrations for gay rights in America. The commemoration of the 50th Anniversary of the Stonewall Uprising will be celebrated on June 28, 2019. Pride Month features marches around the country, educational and awareness events, and parties to celebrate the Lesbian, Gay, Bisexual, Transgender, Queer+ (LGBTQ+) community.

The Federal Government leads by example by providing equal employment opportunities to all individuals, regardless of sexual orientation or gender identity. It is important to note that a fundamental value of civil service has been to draw from all segments of society, where selection and career advancement are determined solely on ability, skills and merit.

On June 26, 2019 from 11:30 a.m. – 12:30 p.m. (EST) at White Oak, Building 2, Conference Room 2047E, the FDA's Office of Equal Employment Opportunity (OEEO) in collaboration with the FDA GLOBE Employee Resource Group (ERG), will host FDA's Pride Observance Month Program to honor the LGBTQ+ community, including members of our Federal workforce. The

keynote speaker for this year's Program is Karen L. Parker, Ph.D., M.S.W., Director of the Sexual & Gender Minority Research Office at the National Institutes of Health (NIH). The Office coordinates NIH research related to the health of sexual and gender minorities across the NIH Institutes, Centers, and Offices. Attached is Dr. Parker's bio. Joining us at this year's commemorative event is the leadership of the ERG for LGBTQ+ employees and allies, GLOBE: L. Peyton Myers and Kisha Hopwood. Ms. Roxanne Schweitzer, Associate Director and Management and Executive Officer for CVM will be serving as Mistress of Ceremonies.

We hope you can join us for this special event, as we celebrate Pride Month and the LGBTQ+ community. For those who are unable to participate in person, the following information is provided for remote access and interpreting services:

Name: FDA's LGBTQ Program

URL: <https://collaboration.fda.gov/lgbtq6-26/>

Teleconference No. 301-796-7777; Passcode: (b) (6)

For CART or Interpreting Services, please send a request via email to: interpreting.services@oc.fda.gov.

Sincerely,

Carol M. Moulton, M.A., J.D. | *Director*
Office of Equal Employment Opportunity

For more information contact:
Office of Equal Employment Opportunity (OEEO)
oo-oeeo@fda.hhs.gov

DO NOT RESPOND TO THIS EMAIL, IT IS A SEND-ONLY ACCOUNT.



Biographical Sketch: Dr. Karen L. Parker, Ph.D., M.S.W.



Karen L. Parker, Ph.D., M.S.W. currently serves as Director of the Sexual & Gender Minority Research Office, NIH. Dr. Parker was instrumental in the formation of the office in the fall of 2015 and was appointed as Director in June, 2016. The office coordinates NIH research related to the health of sexual and gender minorities across the NIH Institutes, Centers, and Offices. In her new role, she also serves as co-chair of the trans-NIH Sexual and Gender Minority Research Coordinating Committee (RCC) and has served on the committee since its inception in 2011.

The office was established in response to the 2011 NIH-commissioned Institute of Medicine Report (now the National Academy of Medicine), which highlighted opportunities where NIH could better support current knowledge of the health status of the lesbian, gay, bisexual, and transgender communities. It is part of the Division of Program Coordination, Planning, and Strategic Initiatives within the NIH Office of the Director.



National Institutes of Health
Sexual & Gender Minority Research



301.451.2055



klparker@mail.nih.gov

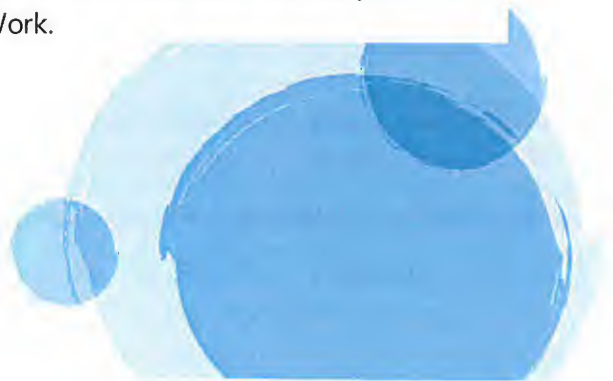


<https://dpcpsi.nih.gov/sgmro>

Dr. Parker comes to the NIH Office of the Director from the National Cancer Institute where she served as an Acting Branch Chief in the NCI Office of Science Planning and Assessment and Women's Health Officer for the Institute. Prior to this, she was the Special Assistant to the President's Cancer Panel. She began her career at NIH in 2001 as a Presidential Management Fellow.

Dr. Parker has long been part of the discussion on the diverse health issues affecting sexual and gender minority communities and the need for initiatives to support research and training in this area. Dr. Parker is also Past-President of the Ulman Cancer Fund for Young Adults.

Dr. Parker received her Bachelor of Arts in English from Indiana University and her Master of Social Work from the University of Michigan, where she studied community organization, social policy, and evaluation. She completed her Ph.D. at the University of Maryland, School of Social Work.



Washington, Joyce - OC

From: Washington, Joyce - OC
Sent: Monday, July 8, 2019 1:36 PM
To: Washington, Joyce - OC
Subject: ERG Spotlight: FDA SCOOP Newsletter Announcing the LGBTQ Program for June 26, 2019
Attachments: 2019 June GLOBE ERG Feature.PNG

FYI – LGBTQ+ Program Announcement for June 26, 2019 included in SCOOP Newsletter

From: Butler, Yolanda
Sent: Thursday, June 06, 2019 11:24 AM
To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>
Cc: OO-OEEO-Staff <OO-OEEO-Staff@fda.hhs.gov>; ERG-Leaders <ERG-Leaders@fda.hhs.gov>
Subject: BIG, AAPI ERG Spotlight: FDA SCOOP Newsletter

6/6/2019

Dear Colleagues:

The June Chief Operating Officer's Office newsletter, SCOOP, and blog feature several Employee Resource Groups:

- **Blacks in Government (BIG)**
- **Asian American Pacific Islander Network (APANet)**
- **GLOBE Employee Resource Group (LGBTQ+)**

Below is the teaser introduction for the June SCOOP newsletter, along with the GLOBE blog.

- Attached are the full articles for your reading pleasure.

May Employee Resource Group (ERG) Spotlight: Asian Pacific American Network (APANet)



Learn more about how APANet supports individuals of Asian, Pacific American heritage in professional development, career advancement concepts, and recruitment and retention of Asian and Pacific American staff and managers at the agency. The month of May is Asian and Pacific Islander Heritage Month and APANet is celebrating with two events. This blog post provides an overview of their mission and additional event details.

[Read Full Article](#)

April Employee Resource Group (ERG) Spotlight: Blacks in Government (BIG)



Get to know BIG and the ways in which this ERG is working to ensure all present and future employees in Local, State, and Federal governments can maximize their career opportunities while providing a mechanism for inclusion, growth, and advocacy. This blog post provides an overview of their mission and initiatives, as well as upcoming events.

[Read Full Article](#)

Employee Resource Group (ERG) Spotlight: GLOBE



A communication by OO Offices



Celebrate Pride Month with the FDA

Globe's Mission

GLOBE FDA is a forum for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and ally (LGBTQ) FDA employees to meet, network, and discuss issues important to the FDA LGBTQ community; to represent LGBTQ employees to the FDA community; to provide guidance and recommendations to the FDA Office of Equal Employment Opportunity and Diversity Management (OEEODM) on matters affecting the welfare of LGBTQ employees and assist the OEEODM in fostering a workplace environment that is accepting and supportive of LGBTQ employees; to coordinate meetings, organize social activities, and sponsor educational programs open to all members of the FDA community; and to act as a resource on LGBTQ issues to the FDA community at large.

Celebrate Pride

June is Pride Month. Pride Month features marches around the country, educational and awareness events, and parties to celebrate the LGBTQ community.

Pride Month is celebrated in June in commemoration of the Stonewall Riots, which kicked off the first major demonstrations for gay rights in America. The Commemoration of the 50th Anniversary of the Stonewall Uprising will be celebrated on June 28.

Details about FDA's Pride Celebration

On June 26th, please join us in welcoming our guest speaker, Dr. Karen L. Parker. Dr. Parker is Director of the Sexual and Gender Minority Research Office at the National Institutes of Health. The office Dr. Parker leads coordinates NIH research related to the health of sexual and gender minorities across the NIH Institutes, Centers, and Offices. Dr. Parker has long been part of the discussion on the diverse health issues affecting sexual and gender minority communities and the need for initiatives to support research and training in this area.

Happy Pride Month

Thank you for your work in responding to the Qs/As for the features!

Happy reading,
Yolanda

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEO](#)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



"Promoting equity and diversity to build a strong FDA"

Washington, Joyce - OC

From: Washington, Joyce - OC
Sent: Monday, July 8, 2019 1:40 PM
To: Washington, Joyce - OC
Subject: FYI: June ERG Spotlight: GLOBE (Advertising the LGBTQ+ Program for June 26, 2019)

FYI – June Spotlight and Announcement for GLOBE

From: Butler, Yolanda
Sent: Friday, May 31, 2019 1:42 PM
To: Brown, Alexa * <Alexa.Brown@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>
Cc: Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>; VanDuinen, Phoebe * <Phoebe.VanDuinen@fda.hhs.gov>; Moulton, Carol <Carol.Moulton@fda.hhs.gov>; Washington, Joyce - OC <Joyce.Washington@fda.hhs.gov>
Subject: RE: June ERG Spotlight: GLOBE

Good afternoon!

The GLOBE spotlight looks awesome!

Thanks so much for your work on this effort.

Best,
Yolanda

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEEO](#)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



"Promoting equity and diversity to build a strong FDA"

From: Brown, Alexa *

Sent: Friday, May 31, 2019 12:12 PM

To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>; VanDuinen, Phoebe * <Phoebe.VanDuinen@fda.hhs.gov>

Subject: RE: June ERG Spotlight: GLOBE

Hi All,

I wanted to let you know that the **ERG Spotlight: GLOBE blog post** is now live!:

<http://sharepoint.fda.gov/orgs/OO/Blog/Pages/Post.aspx?PostId=611>

Thanks, and have a great weekend.

Alexa

From: Brown, Alexa *

Sent: Tuesday, May 14, 2019 4:23 PM

To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Skelton, Sara * <Sara.Skelton@fda.hhs.gov>; Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>; VanDuinen, Phoebe * <Phoebe.VanDuinen@fda.hhs.gov>

Subject: RE: June ERG Spotlight: GLOBE

Hi Yolanda,

Thank you for the quick response! No worries. 😊 We will make sure to have a digital display poster and I will let you know once it is live.

Thanks again!

Alexa

From: Butler, Yolanda

Sent: Tuesday, May 14, 2019 4:20 PM

To: Brown, Alexa * <Alexa.Brown@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Skelton, Sara * <Sara.Skelton@fda.hhs.gov>; Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>; VanDuinen, Phoebe * <Phoebe.VanDuinen@fda.hhs.gov>

Subject: RE: June ERG Spotlight: GLOBE

Good afternoon:

I apologize for any delay in getting back to you!

I did not see any issues pertaining to the copy. I defer to GLOBE, but if you do not hear back by today, I believe we are okay to publish.

I do understand about the digital banner. A digital display poster would be great! Thank you.

I look forward to seeing the "live" information.

Thank you for all of your assistance, Alexa.

Sincerely,
Yolanda

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEEO](#)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



"Promoting equity and diversity to build a strong FDA"

From: Brown, Alexa *

Sent: Tuesday, May 14, 2019 4:17 PM

To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Skelton, Sara * <Sara.Skelton@fda.hhs.gov>; Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>; VanDuinen, Phoebe * <Phoebe.VanDuinen@fda.hhs.gov>

Subject: RE: June ERG Spotlight: GLOBE

Hello,

I wanted to follow up to see if the Blog copy is approved. If I do not hear back by tomorrow COB I will assume it is good to go.

Additionally, we most likely will not have room for all of the event information with Dr. Karen L. Parker on a slide for inside.FDA. Instead, would you be interesting in having a digital display poster advertising the event in White Oak? The poster can direct everyone to the Blog to learn more about the event and GLOBE.

Thanks,

Alexa

From: Brown, Alexa *

Sent: Friday, May 10, 2019 3:19 PM

To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Skelton, Sara * <Sara.Skelton@fda.hhs.gov>; Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>

VanDuinen, Phoebe * <Phoebe.VanDuinen@fda.hhs.gov>

Subject: RE: June ERG Spotlight: GLOBE

Hi All,

This is a reminder to please submit any changes you have (if any) to the June ERG spotlight for GLOBE by COB today (see attached). Per Yolanda's request, we will also make sure to have a slide on inside.FDA featuring Dr. Karen L. Parker.

Thank you!

Alexa

From: Brown, Alexa *

Sent: Thursday, May 2, 2019 3:34 PM

To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Skelton, Sara * <Sara.Skelton@fda.hhs.gov>; Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>

Subject: RE: June ERG Spotlight: GLOBE

Hi Yolanda,

Absolutely! We can make that happen.

Best,

Alexa

From: Butler, Yolanda

Sent: Thursday, May 2, 2019 3:29 PM

To: Brown, Alexa * <Alexa.Brown@fda.hhs.gov>; Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Skelton, Sara * <Sara.Skelton@fda.hhs.gov>; Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>

Subject: RE: June ERG Spotlight: GLOBE

Alexa:

Thank you! Is it possible to have a spot on the feature wheel on inside.FDA site for GLOBE, also?

I want to note that a speaker from the National Institutes of Health will be at the June 26 celebration, Dr. Karen L. Parker of the National Institutes of Health Sexual Minority and Health Research office Director.

LGBTQ+ Pride Observation Lesbian, Gay, Bisexual, Transgender, Queer

Wednesday, June 26, 2019

11:30 am to 12:30 pm

U.S. Food and Drug Administration (FDA)
White Oak Campus
10903 New Hampshire Avenue
Silver Spring, MD

Building 2, Room 2047E

Sponsors – Office of Equal Employment
Opportunity and GLOBE Employee
Resource Group

Karen L. Parker, Ph.D., M.S.W., is Director of the Sexual & Gender Minority Research Office, NIH. Dr. Parker was instrumental in the formation of the office in the fall of 2015 and was appointed as Director in June, 2016. The office coordinates NIH research related to the health of sexual and gender minorities across the NIH Institutes, Centers, and Offices. Dr. Parker serves as co-chair of the trans-NIH Sexual and Gender Minority Research Coordinating Committee (RCC) since its inception in 2011.



(Karen L. Parker, PhD, MSW, pictured)

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEO](#)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



"Promoting equity and diversity to build a strong FDA"

From: Brown, Alexa *

Sent: Thursday, May 2, 2019 2:05 PM

To: Myers, Laine Peyton <Laine.Myers@fda.hhs.gov>; Trunzo, Jeffrey <Jeffrey.Trunzo@fda.hhs.gov>; Hopwood, Kisha M <Kisha.Hopwood@fda.hhs.gov>

Cc: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>; Skelton, Sara * <Sara.Skelton@fda.hhs.gov>; Program Effectiveness Office, Office of Operations <OO-PEO@fda.hhs.gov>

Subject: June ERG Spotlight: GLOBE

All,

My name is Alexa Brown and I support OO communications. I also help manage content for the OO Blog. I am reaching out because in June we will be highlighting Pride Month as part of the ERG Spotlight. I went ahead and drafted Blog content we can use for next month, based on an earlier submission. If you could please review and provide any feedback by Friday, 5/10, that would be much appreciated.

Thank you and I look forward to being in touch!

Alexa

Alexa Brown

Deloitte Consulting LLP

Office of Operations (OO)

Office of Management (OM)

U.S. Food and Drug Administration

Tel: 202-590-6401

Alexa.Brown@fda.hhs.gov





U.S. FOOD & DRUG
ADMINISTRATION

LGBTQ+Pride

Observance Month Program

Wednesday, June 26, 2019

11:30 am. - 12:30 p.m.

White Oak - Building 2 , Conference Room 2047-E

Keynote Speaker:

Karen L. Parker, Ph.D., M.S.W.
*Director of the Sexual & Gender Minority
Research Office, NIH*



Introductory Remarks:

Roxanne K. Schweitzer
*Associate Director for Management
Center for Veterinary Medicine, FDA*



For Remote Participation by Adobe Connect:

Name: LGBTQ Program

URL: <https://collaboration.fda.gov/lgbtq6-26/>

Teleconference No. 301-796-7777

Passcode: (b) (6)

For Reasonable Accommodations, CART, or Interpreting Services,
please send a request via email to: interpreting.services@oc.fda.gov

Office of Equal Employment Opportunity

Sponsored by the Office of Equal Employment Opportunity,
Carol M. Moulton, M.A., J.D., Director, in collaboration
with the FDA GLOBE Employee Resource Group,
and the Center for Veterinary Medicine,
U.S. Food and Drug Administration

www.fda.gov

LGBTQ+Pride Observance Month Program

Wednesday, June 26, 2019

11:30 a.m. - 12:30 p.m.

White Oak - Building 2, Conference Room 2047-E

FDA



Keynote Speaker:



Karen L. Parker, Ph.D., M.S.W.
(NIH)

Introductory Remarks:



Roxanne K. Schweitzer
(CVM)

Washington, Joyce - OC

From: Washington, Joyce - OC
Sent: Monday, July 8, 2019 1:47 PM
To: Washington, Joyce - OC
Subject: FYI - Powerpoint for FDA LBGTQ+ Observance 6/26/19 (Dr. Karen Parker)
Attachments: FDA Pride Presentation 06262019 v3.pptx

Importance: High

FYI – Powerpoints for June 26, 2019 (Dr. Karen Parker)

From: Butler, Yolanda
Sent: Wednesday, June 26, 2019 9:30 AM
To: Parker, Tim <Tim.Parker@fda.hhs.gov>
Cc: Washington, Joyce - OC <Joyce.Washington@fda.hhs.gov>; Moulton, Carol <Carol.Moulton@fda.hhs.gov>
Subject: FW: Logistics: FDA LBGTQ+ Observance 6/26 @11:30 am
Importance: High

Good morning Tim:

I apologize for the late submission. Please upload this presentation for Dr. Karen Parker, keynote speaker for today's event. Joyce is scheduled to arrive at 10 am and she asked that I send this to you upon receipt.

Thanks so much – and apologies for the delayed submission.

Let me know if there are questions.

Best,
Yolanda

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEO](http://oeeo.hhs.gov)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



"Promoting equity and diversity to build a strong FDA"

From: Parker, Karen (NIH/OD) [E] <klparker@mail.nih.gov>
Sent: Wednesday, June 26, 2019 9:23 AM
To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>
Subject: Re: Logistics: FDA LBGTQ+ Observance 6/26 @11:30 am

Thanks, Yolanda.

Attached is my presentation. I should be able to get through this in about 20-30 minutes.

Best,
Karen

Karen L. Parker, PhD, MSW
Director, Sexual & Gender Minority Research Office
Division of Program Coordination, Planning, and Strategic Initiatives
Office of the Director, NIH
301.451.2055
Klparker@mail.nih.gov
Pronouns: she & her
Join the NIH [SGM Listserv](#)

From: "Butler, Yolanda" <Yolanda.Butler@fda.hhs.gov>
Date: Wednesday, June 26, 2019 at 9:16 AM
To: Karen Parker <klparker@mail.nih.gov>
Subject: RE: Logistics: FDA LBGTQ+ Observance 6/26 @11:30 am

Sure, Dr. Parker. A 20-minute presentation seems reasonable. However, we are at your disposal. The audience will be very interested in your talk – and Kisha Hopwood of FDA GLOBE will field a Q/A session after your talk.

The agenda is attached.

Thanks,
Yolanda

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEO](#)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



"Promoting equity and diversity to build a strong FDA"

From: Parker, Karen (NIH/OD) [E] <klparker@mail.nih.gov>
Sent: Wednesday, June 26, 2019 9:08 AM
To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>
Subject: Re: Logistics: FDA LBGTQ+ Observance 6/26 @11:30 am
Importance: High

Yolanda, can you confirm how long you want my talk to be? I may have gotten confused about how much time I had but I can quickly cut out some slides.

Karen

Karen L. Parker, PhD, MSW
Director, Sexual & Gender Minority Research Office
Division of Program Coordination, Planning, and Strategic Initiatives
Office of the Director, NIH
301.451.2055
klparker@mail.nih.gov
Pronouns: she & her
Join the NIH [SGM Listserv](#)

From: "Butler, Yolanda" <Yolanda.Butler@fda.hhs.gov>
Date: Wednesday, June 26, 2019 at 9:07 AM
To: Karen Parker <klparker@mail.nih.gov>
Cc: "Washington, Joyce - OC (FDA/OC)" <Joyce.Washington@fda.hhs.gov>, "Parker, Tim (FDA/OC)" <Tim.Parker@fda.hhs.gov>, "Faustino, Ida (FDA/OC)" <ida.faustino@fda.hhs.gov>
Subject: RE: Logistics: FDA LBGTQ+ Observance 6/26 @11:30 am

Good morning Karen:

Yes, please send your presentation to me this morning so IT/AV can load it in time for the event.

Yes, you will need an escort. Please call (301) 796-9400 or (b) (6) (my cell) when you arrive.

We will ensure you have access to the building

Thanks,
Yolanda

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEO](#)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



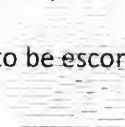
"Promoting equity and diversity to build a strong FDA"

From: Parker, Karen (NIH/OD) [E] <klparker@mail.nih.gov>
Sent: Wednesday, June 26, 2019 8:58 AM
To: Butler, Yolanda <Yolanda.Butler@fda.hhs.gov>
Cc: Washington, Joyce - OC <Joyce.Washington@fda.hhs.gov>; Shires, Lisa <Lisa.Shires@fda.hhs.gov>; Moulton, Carol <Carol.Moulton@fda.hhs.gov>; Buckley, Bishop <Bishop.Buckley@fda.hhs.gov>
Subject: Re: Logistics: FDA LBGTQ+ Observance 6/26 @11:30 am

Thanks, Yolanda. Do you need my presentation? I'm happy to send it or just bring it with me.

Also, will I need to be escorted to building 2?

Karen



Karen L. Parker, PhD, MSW
Director, Sexual & Gender Minority Research Office
Division of Program Coordination, Planning, and Strategic Initiatives
Office of the Director, NIH
301.451.2055
Klparker@mail.nih.gov
Pronouns: she & her
Join the NIH [SGM Listserv](#)

From: "Butler, Yolanda" <Yolanda.Butler@fda.hhs.gov>
Date: Tuesday, June 25, 2019 at 1:41 PM
To: Karen Parker <klparker@mail.nih.gov>
Cc: "Washington, Joyce - OC (FDA/OC)" <Joyce.Washington@fda.hhs.gov>, "Shires, Lisa (FDA/OC)" <Lisa.Shires@fda.hhs.gov>, "Moulton, Carol (FDA/OC)" <Carol.Moulton@fda.hhs.gov>, "Buckley, Bishop (FDA/OC)" <Bishop.Buckley@fda.hhs.gov>
Subject: Logistics: FDA LBGTQ+ Observance 6/26 @11:30 am

Greetings Dr. Parker:

We are looking forward to the FDA June Observance of LGBTQ+ Pride. We are delighted that you are the keynote speaker.

Forwarded below you will find logistics I sent a couple of weeks back. I am touching bases and sending again in case there are questions, and so that the logistics information is easily accessible to you at the top of your email.

Should you have any need of assistance or support, please contact (301) 796-9400, the Office of Equal Employment Opportunity.

Sincerely,
Yolanda J. Butler, PhD

----- (Forwarded Message Below) -----

Subject: Logistics & Flyer: FDA LGBTQ+ Observance Month Speaker 6/26 @11:30 am

Good afternoon Dr. Parker:

We are excited about the US Food and Drug Administration's June Observance of LGBTQ+ Pride event scheduled for June 26, at 11:30 am!

Location

The event will take place at the White Oak campus location of the FDA in Silver Spring, MD, in Building 2. The conference room number is 2047E.

The address is

10903 New Hampshire Avenue
Building 2
Silver Spring, MD 20993

Arriving at White Oak

- If taking an Uber, Lyft or cab, you will be dropped at Building 1 (see attached map). Building 2 is right behind Building 1. However, you will need an escort after screening.
- Upon reaching the guard's location upon entry to Building 1, if Yolanda is not waiting in the lobby, you will be asked to call for an escort. Please contact Yolanda Butler at

(240) 402-1319 or the Office of Equal Employment Opportunity's main line at (301) 796-9400.

- If on the FDA shuttle from the visitor's parking lot, you can be asked to be dropped at Building 1. Please contact Yolanda Butler at (240) 402-1319 or the Office of Equal Employment Opportunity's main line at (301) 796-9400.
- There is an FDA shuttle from the metro stations that drop off at Building 1. The schedule for the shuttle is attached. Please contact Yolanda Butler at (240) 402-1319 or the Office of Equal Employment Opportunity's main line at (301) 796-9400.

Note

Please allow at least 30 minutes for campus transit and screening in the lobby of Building 2. If driving, you will be directed to the visitor's lot. The shuttle comes around about every 10 minutes.

Poster

A flyer is attached for the FDA LGBTQ+ Observance event. Please share with your networks and centers.

Program

LGBTQ+Pride Observance Month Program

Wednesday, June 26, 2019

11:30 a.m. - 12:30 p.m.

White Oak – Building 2, Conference Room 2047-E

Keynote Speaker:

Karen L. Parker, Ph.D., M.S.W.

Director of the Sexual & Gender Minority Research Office, NIH

Introductory Remarks:

Roxanne K. Schweitzer

Associate Director for Management,
Center for Veterinary Medicine, FDA

For Remote Participation by Adobe Connect:

Name: LGBTQ Program

URL: <https://collaboration.fda.gov/lgbtq6-26/>

Teleconference No. 301-796-7777

Passcode: 665112

Please share with your networks and centers. We look forward to seeing you!

Thank you,
Yolanda

Yolanda J. Butler, Ph.D.

Detail: Food and Drug Administration (FDA)
Office of Equal Employment Opportunity (OEEO)
U.S. Department of Health and Human Services
Tel: (240) 402-1319
Email: Yolanda.Butler@fda.hhs.gov
Web: [OEEO](#)



Non-Detail location: Administration for Children and Families, HHS
Website: <http://www.acf.hhs.gov/programs/ocs>
Voice: (202) 401-5591



"Promoting equity and diversity to build a strong FDA"

Sexual & Gender Minority Research at NIH: Past, Present, and Future Directions

**Karen L. Parker, PhD, MSW
(Pronouns: She & Her)**

**Director, Sexual & Gender Minority Research Office
Division of Program Coordination, Planning & Strategic Initiatives**

June 26, 2019



Acknowledgements

• Sexual & Gender Minority Research Office (SGMRO)



Irene
Avila, PhD



Christopher
Barnhart, PhD



Ryan
Mahon, MSW



Shyam
Patel

• NIH Leadership



Pride Month

- Pride Month celebrates the sexual and gender diversity of individuals everywhere
- It is a time to reflect on the immense hardships sexual and gender minority (SGM) communities have overcome, and those that they continue to face today
- Plenty of work remains, especially when it comes to achieving optimal health outcomes with these communities
- NIH recognizes that significant health disparities exist within these populations and remains committed to ensuring that they are included and represented in research across the agency



Overview of Presentation

- Development of SGMRO
- SGM Research Strategic Plan & Progress to Date
- NIH SGM Grants Portfolio
- 21st Century Cures Act and SGM Provision
- NIH Workplace Climate and Harassment Survey
- Looking Ahead

Development of the SGMRO



The Health of Lesbian, Gay, Bisexual, and Transgender (LGBT) People: Building a Foundation for Better Understanding



- Commissioned by NIH in 2009, published in 2011
- Broad NIH support
- Includes an extensive literature review of existing research on LGBT health
- First-ever comprehensive report on LGBT health



SGMRO Establishment

- Created in 2015
- Within the Division of Program Coordination, Planning, and Strategic Initiatives
- Established as a part of NIH's response to the 2011 Institute of Medicine Report on LGBT Health Research



SGMRO—What We Do

- **Coordinate** sexual and gender minority (SGM) health research activities across NIH
- **Represent** NIH at conferences and events focused on SGM research
- **Serve** as a resource for the extramural and NIH communities about SGM-related research activities
- **Connect** extramural researchers with key NIH contacts
- **Convene** conferences and workshops to inform priority setting and research activities
- **Collaborate** with NIH Institutes and Centers on the development of SGM health research reports
- **Manage** information dissemination related to SGM research
- **Leverage** resources and develop initiatives to support SGM health research



SGMRO—How We Accomplish Our Goals

- Sexual & Gender Minority Research Coordinating **Committee (RCC)** - representatives from across the Institutes and Centers.
- Sexual & Gender Minority Research **Working Group (RWG)** - representatives from extramural institutions; reports to the Council of Councils.



Sexual & Gender Minority Research Strategic Plan & Progress to Date



NIH SGM Strategic Plan

- Focuses on FY 2016 - FY 2020
- Includes activities across the agency (not just the SGMRO)
- Serves as a blueprint for SGMRO priorities and collaborations

NIH SGM Strategic Plan



Goal 1: Expand the Knowledge
Base of SGM Health and Well-being
Through NIH-Supported Research

NIH SGM Strategic Plan



Goal 2: Remove Barriers to
Planning, Conducting, and Reporting
NIH-Supported Research about
SGM Health and Well-being



NIH SGM Strategic Plan



Goal 3: Strengthen the Community
of Researchers and Scholars Who
Conduct Research Relevant to SGM
Health and Well-being

NIH SGM Strategic Plan



Goal 4: Evaluate Progress on Advancing SGM Research



Mid-Course Strategic Plan Review



Scout, Ph.D., M.A.
*The National LGBT Cancer
Network*

Kimberly K. Leslie, M.D.
University of Iowa

Edith P. Mitchell, M.D., FACP
Thomas Jefferson University

Brian Mustanski, Ph.D.
Northwestern University

Tonia Poteat, Ph.D.
*University of North Carolina,
Chapel Hill*

John Sanchez, M.D., M.P.H.
*Rutgers New Jersey Medical
School*

David E. Sandberg, Ph.D.
University of Michigan

Karina Walters, Ph.D., M.S.W.
University of Washington



Mid-Course Strategic Plan Review: Recommendations Made

Goal 1: Expand the knowledge base of SGM health and well-being through NIH-supported research

- Publish FOAs focused on training the next generation of scholars through both individual and institutional awards
- Release an FOA or Notice focused on SGM-related measurement

Goal 2: Remove barriers to planning, conducting, and reporting NIH-supported research on SGM health and well-being

- Expand the SGMRO to include one position for a scientist with program officer experience and one position for a communications specialist
- Increase awareness of the SGMRO and SGM-related work at the NIH through targeted communications efforts



Mid-Course Strategic Plan Review: Recommendations Made

Goal 3: Strengthen the community of researchers and scholars who conduct research relevant to SGM health and well-being

- Conduct an NIH SGM Workshop specifically focused on research related to DSD, sometimes known as intersex
- Collaborate with the Office of Scientific Workforce Diversity (OSWD) to ensure SGM representation in this Office's programs

Goal 4: Evaluate progress on advancing SGM research

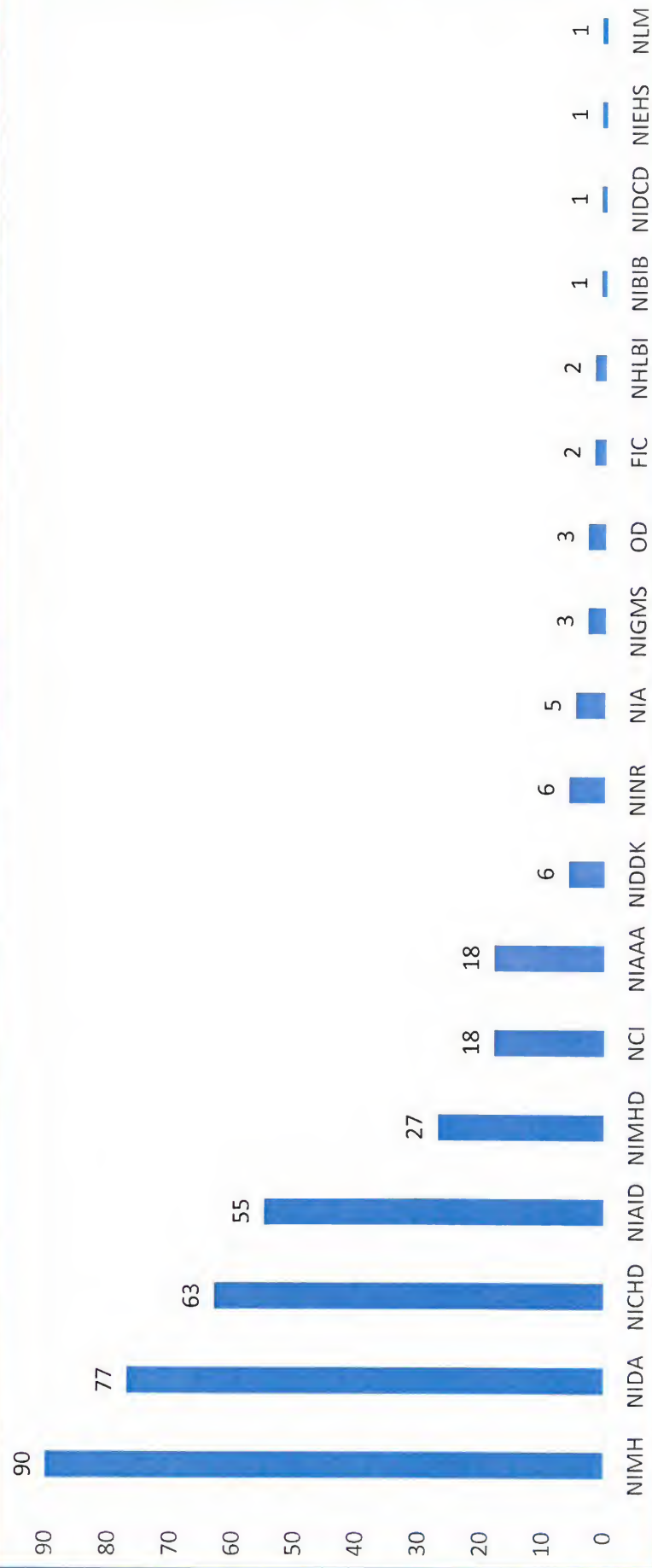
- Include in the next NIH SGM Research Strategic Plan goals related to operational activities, as well as scientific opportunities within the field



NIH SGM Grants Portfolio

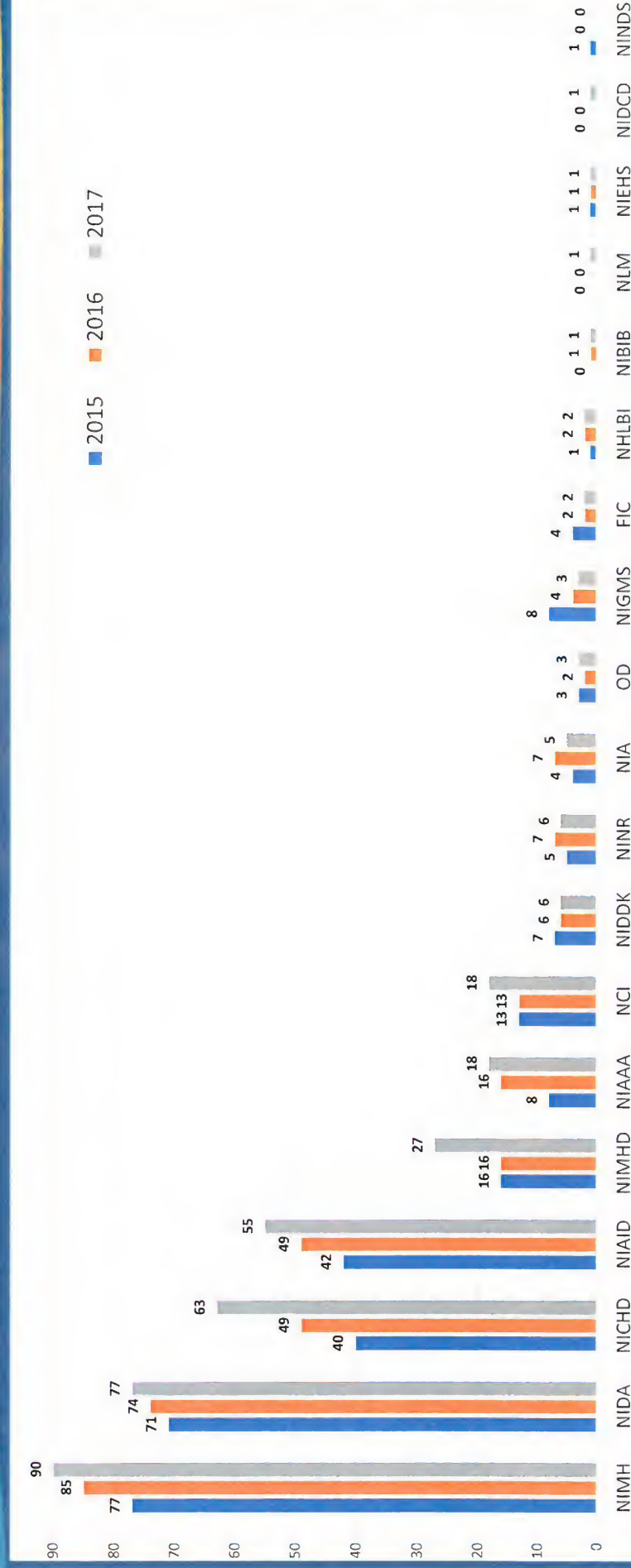


FY 2017, Number of SGM-Related Projects by NIH Institute/Center/Office (N = 379)

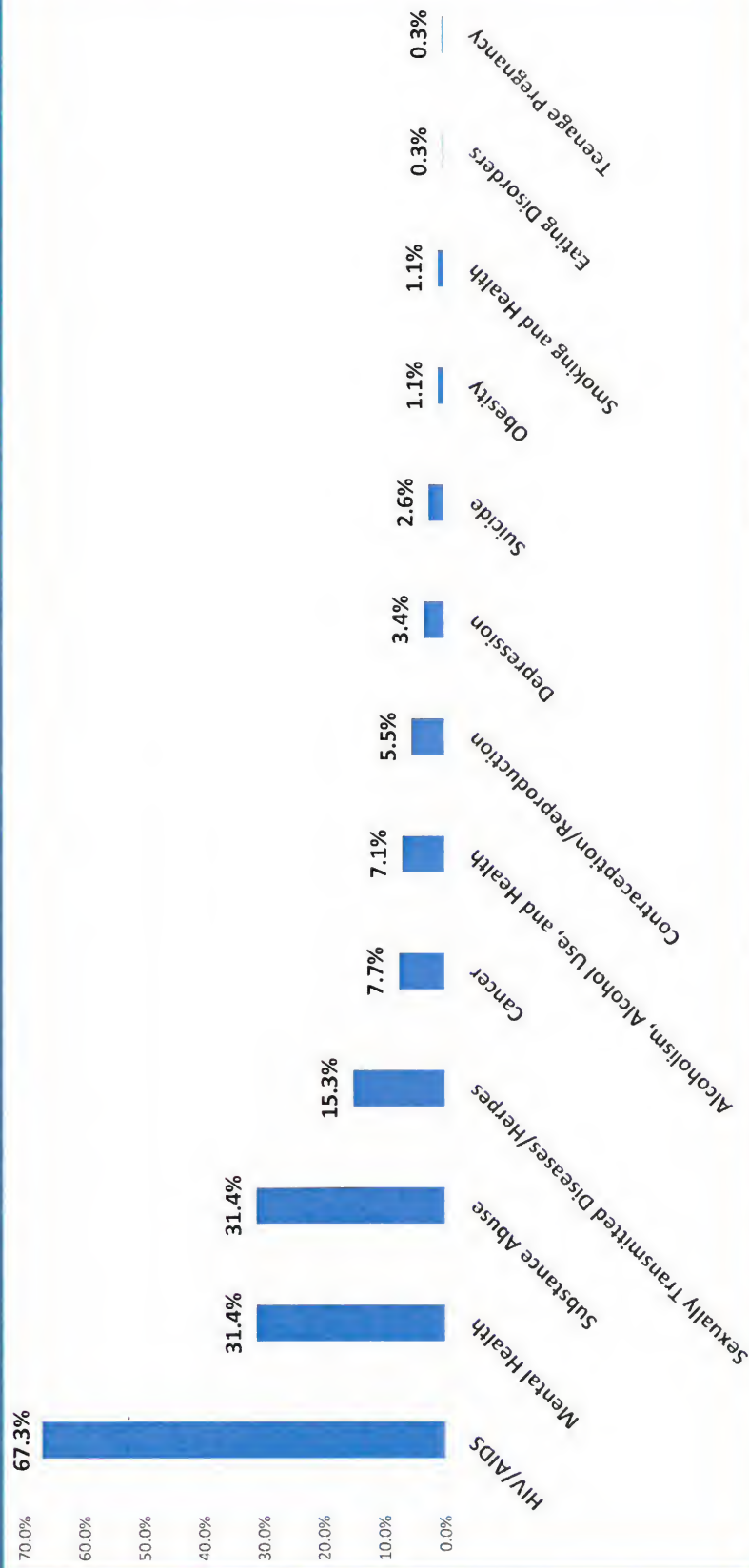


FY 2015-2017, Number of SGM-Related Projects by NIH Institute/Center/Office

(2015 N = 301, 2016 N = 334, 2017 N = 379)



FY 2017, Proportion of SGM Projects by Disease Area/Health Condition (N = 379)



21st Century Cures Act and SGM-Related Research



21st Century Cures Act

- Signed into law December 13, 2016
- Passed with broad bipartisan support
- Made provisions focused on the FDA and NIH
- Contained SGM-specific provisions




Public Health Service Act

SEC. 404N. [283] POPULATION FOCUSED RESEARCH

The Director of the National Institutes of Health shall, as appropriate, encourage efforts to improve research related to the health of sexual and gender minority populations, including by:

- facilitating increased participation of sexual and gender minority populations in clinical research supported by the National Institutes of Health, and reporting on such participation, as applicable
- facilitating the development of valid and reliable methods for research relevant to sexual and gender minority populations
- addressing methodological challenges





NIH Workplace Climate & Harassment Survey *Initial Report*



NIH Workplace Climate & Harassment Survey

Interim Report

- All-personnel survey (employees, trainees, contractors)
- Survey questions focused on experience of harassment within the last 12 months
- Administered for 8 weeks by outside contractor
- **21.6% of all respondents experienced some form of harassment in the past 12 months**

NIH Workplace Climate & Harassment Survey

Findings by Gender

| Characteristics | Women | Men | Other Gender Identity* | Undisclosed |
|------------------------------------|-------|-------|------------------------|-------------|
| N | 8984 | 5799 | 67 | 368 |
| Any harassment | 26.9% | 12.0% | 44.8% | 31.8% |
| Gender harassment | 22.4% | 9.6% | 43.3% | 30.4% |
| Unwanted Sexual Attention | 13.1% | 5.4% | 22.4% | 14.4% |
| Two or more harassment experiences | 19.4% | 7.9% | 38.8% | 23.6% |

* Other gender identity combines transgender man, transgender woman, genderqueer, questioning, and something else.

NIH Workplace Climate & Harassment Survey

Findings by Sexual Orientation

| Characteristics | Heterosexual | Gay and Lesbian | Bisexual | Other* | Undisclosed |
|------------------------------------|--------------|-----------------|----------|--------|-------------|
| N | 13509 | 447 | 296 | 123 | 998 |
| Any harassment | 20.2% | 28.6% | 41.2% | 30.9% | 30.9% |
| Gender harassment | 16.5% | 24.4% | 37.5% | 26.0% | 28.4% |
| Unwanted Sexual Attention | 9.5% | 14.1% | 24.0% | 21.1% | 13.3% |
| Two or more harassment experiences | 14.1% | 21.7% | 31.8% | 23.6% | 23.6% |

* Other combines responses of asexual, questioning, and something else.

Looking Ahead



Future Plans: 2019 and Beyond

- Regional Workshops
 - Thomas Jefferson University (October 11, 2019)
 - DSD/Intersex-focused (TBD)
- Investigator Awards
- Clinical Center Plans
- *All of Us* Research Program
- Bisexual Health Workshop (September 23, 2019)
- Strategic Plan (FY21-FY25)
- NIH Anti-Sexual Harassment Steering Committee

Thank You! Any Questions?

Visit the SMGRO website at
<https://dpcpsi.nih.gov/sgmro>
to join our listserv!



**Information for
FDA's LGBTQ+ Pride Month
Program**

2018

Washington, Joyce - OC

From: Washington, Joyce - OC
Sent: Monday, July 8, 2019 12:19 PM
To: Washington, Joyce - OC
Subject: FDA Announcement for the LGBTQ+ PRIDE Month Program - June 27, 2018

June 2018 – LGBTQ+ Pride Month Program

From: A Message from the Director of Equal Employment
Sent: Thursday, June 21, 2018 2:42 PM
To: FDA-Wide <FDA-Wide@fda.hhs.gov>
Subject: LGBTQ+ PRIDE Month Program

FDA Wide Communication



OEEO | Office of Equal Employment Opportunity

Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+)

PRIDE Month Program

This year, the Food and Drug Administration's Office of Equal Employment Opportunity (OEEO) in collaboration with FDA GLOBE and the Center for Veterinary Medicine (CVM) is proud to bring you the LGBTQ+ PRIDE Month Program on Wednesday, June 27, 2018 from 12:30 to 1:30 pm at CVM, 7500 Standish Place, Room N403, Rockville, MD.

LGBTQ+ Pride Month is just one way that we honor the LGBTQ+ community, including the LGBTQ+ members of our Federal workforce. The Federal Government leads by example by providing equal employment opportunities to all individuals, regardless of sexual orientation or gender identity.

The keynote speaker for this year's program will be Mr. Gem Daus, a leading health policy analyst in the Office of Health Equity at the Health Resources and Services Administration (HRSA). In this capacity, Mr. Daus serves as advisor and coordinator for the special needs of Asian American, Native Hawaiian and other Pacific Islander populations, as well as Lesbian, Gay, Bisexual and Transgender populations. His portfolio includes developing resources and organizational capacity for cultural competence, language access, and health literacy. Mr. Daus has over 20 years' experience in health policy, health

communication, cultural competence, language access and community-based organization development. Prior to joining HRSA, he was Executive Director for the National Council on Interpreting in Health Care.

Joining Mr. Daus at this year's commemorative event is Dr. Steven M. Solomon, Director of the Center of Veterinary Medicine, and Mr. Jim Sigg, Chief Operating Officer. Ms. Roxanne Schweitzer, Associate Director and Management and Executive Officer for CVM will emcee the event.

We hope you can join us for this year's LGBTQ+ PRIDE Month Program at CVM on Wednesday, June 27, 2018 from 12:30 – 1:30 at 7500 Standish Place, in room N403, as we come together to honor the struggles and achievements of the LGBTQ+ community.

For those who are unable to participate in person, the following information is provided for WebEx access:

Event Number: 900 320 082

Event Password: (b) (6)

1. Go to <https://fda1.webex.com/fda1/j.php?MTID=e35db08a4b9c5c4451401b5eea789bf6b>
2. Enter the event password: 6Wd3WWHV
3. Click "Join Now".
4. Follow the instructions that appear on your screen to join the teleconference.

US Toll Free: +1-877-465-7975

Access code: (b) (6)

Sincerely,

Carol M. Moulton, M.A., J.D. | *Director, Office of Equal Employment Opportunity*
Office of Operations, FDA

For more information contact:
Office of Equal Employment Opportunity (OEEO)
oo-oeeo@fda.hhs.gov

DO NOT RESPOND TO THIS EMAIL, IT IS A SEND-ONLY ACCOUNT.

2018
LGBTQ+
OBSERVANCE
MONTH



U.S. FOOD & DRUG
ADMINISTRATION

Healthy People 2020/2030 and LGBT Health

Wednesday, June 27, 2018

12:30 p.m. - 1:30 p.m.

**7500 Standish Place, Room N403
Rockville, MD 20855**

Welcoming Remarks:



Dr. Steven M. Solomon
Director,
Center for Veterinary Medicine
(CVM)

Keynote Speaker:



Gem P. Daus, MA
Public Health Analyst,
Office of Health Equity
(HRSA, DHHS)

Mistress of Ceremonies:



Roxanne K. Schweitzer
Associate Director,
Management and Executive Officer
Center for Veterinary Medicine (CVM)

Lesbian, Gay, Bisexual, Transgender & Queer (LGBTQ+) Observance Month

Join WebEx meeting:

Meeting number (access code): (b) (6)

Meeting password: (b) (6)

Join by phone:

+1-210-795-0506 US Toll or +1-877-465-7975 US Toll Free

For CART or Interpreting Services:

Send E-mail To: interpreting.services@oc.fda.gov

For Reasonable Accommodation: 301.796.9400

Office of Equal Employment Opportunity

Sponsored by the Office of Equal Employment Opportunity.
Carol M. Moulton, M.A., J.D., Director,
in collaboration with FDA GLOBE and the
Center for Veterinary Medicine
U.S. Food and Drug Administration

www.fda.gov



Wednesday, June 27, 2018

12:30 p.m. - 1:30 p.m.

7500 Standish Place, Room N403

Rockville, MD 20855

FDA

Welcoming Remarks:



Dr. Steven M. Solomon
(CVM)

Keynote Speaker:



Gem P. Daus, MA
(HRSA, DHHS)

Mistress of Ceremonies:



Roxanne K. Schweitzer
(CVM)